



► International Labour Standards for Decent Work Project

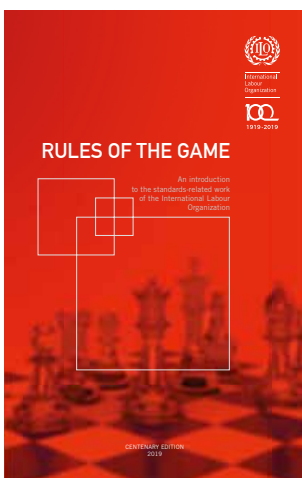
(Afghanistan Decent Work Country Programme Outcome 3.3)

April/2021

Decent, productive, and rewarding work and life-sustaining incomes are extremely important for peace, prosperity and social justice in Afghanistan.

International labour standards, articulated in Conventions (and Protocols), Recommendations and other key documents such as Declarations, including the **2019 Centenary Declaration for the Future of Work**, provide employers and workers with the best possible workplace conditions to increase productivity, and subsequently incomes – and a higher standard and quality of living!

For a more user friendly explanation of ILS please check out the 2019 Centenary Edition of [Rules of the Game](#).



The ILO was created in 1919 as part of the Treaty of Versailles that ended World War I, to reflect the belief that ***universal and lasting peace can be accomplished only if it is based on social justice.***

Afghanistan committed to bringing social justice to its people when it joined the ILO in 1934. The ILO is the only UN entity with a tripartite constituency bringing together governments, employers and workers and in Afghanistan is represented by the *Ministry of Labour and Social Affairs (MoLSA)*, the *Afghanistan Chamber of Commerce and Investment (ACCI)* and the *National Union of Afghanistan Workers and Employees/Etehadia-e-Mili Karmandan Afghanistan (NUAWE/EMKA)*.

These constituents play a key role in convening and advocating with other governmental, employers' and workers' organisations to help create an inclusive environment for economic and social progress – as well as peace

The [Afghanistan Decent Work Country Programme \(DWCP\) 2018-2022](#) provides the framework for putting in place the necessary foundations for decent and productive work.

Afghanistan has ratified nineteen (19) Conventions (see [NORMLEX database](#)) of which 5 (of 8) are fundamental, 1 (of 4) Governance (Priority) and 13 (of the remaining 178) are technical.

Afghanistan has made a commitment to ratifying the remaining three fundamental Conventions, namely Forced Labour Convention 29, 1930 (No. 29) (and Protocol of 2014 to the Forced Labour Convention, 1930), and Freedom of Association and Protection of the Right to Organise Conventions, 1948 (No. 87) and Right to Organise and Collective Bargaining Convention, 1949 (No. 98).

The principle of freedom of association is at the core of the ILO's values: it is enshrined in the **ILO Constitution (1919)**, the **ILO Declaration of Philadelphia (1944)** and the **ILO Declaration on Fundamental Principles and Rights at Work (1998)**. It is also a right proclaimed in the **Universal Declaration of Human Rights (1948)**.

The Afghanistan DWCP Outcome 3.3 pledges that the *Government, in close consultation with employers' and workers' organisations, will ratify the remaining fundamental Conventions and selected others, and will promote, advocate and facilitate application of the Fundamental Principles and Rights at Work and ratified Conventions.*

Engagement through the *ILS for Decent Work* project represents Afghanistan's commitment to fulfilling its membership obligations to ratify and report, but more importantly to bringing the goal of peace and resilience to the people in Afghanistan through decent and productive workplaces and work.



Photo description — SIYB Training in Mazar-e Sharif, Afghanistan (© ILO / Andrew Quilty, December 1, 2019)

The *ILS for Decent Work* project team (MoLSA, ACCI, NUAWA/EMKA and the ILO Afghanistan Office) is specifically tasked with enabling and empowering the constituents to fulfil Afghanistan's membership obligations through the following four outputs:

Labour related policies and regulations formulated and/or revised, compliant with international labour standards, especially fundamental Conventions, and recommended reforms

- National OSH and Labour Inspection Policies – being developed by MoLSA, in close consultation with employers' and workers' organisations, with technical advice and guidance by ILO technical specialists.

A new legal framework adopted by the tripartite constituents

- A strategy, schedule and plan is being developed to promote and advocate for ratification of at least one of the three remaining fundamental Conventions (C029, C087 and C098) in 2021.

- A strategy, schedule and plan is being developed to bring ILS reporting up to date. See the 2021 Reporting Schedule in [NORMLEX](#) for more information.

Tripartite forum is functional and serves as a platform for the Government, and its social partners to engage on international labour standards, reporting and labour law issues

- Tripartite consultation and social dialogue is critical for the successful implementation of the A-DWCP, which contributes to the ANPDF II and to the achievement of the SDGs.
- Three key tripartite forums provide space for the Government, employers' and workers' organisations to implement the Afghanistan DWCP and create the best conditions for decent work.
- The effective functioning of the *High Labour Council (HLC)*, and the *DWCP National Steering Committee (DWCP NSC)* and *DWCP Technical Working Group (DWCP TWG)* to deliver, monitor, report and evaluate effectively is a key objective of the project.

Capacity building programmes piloted and institutionalized for MoLSA, ACCI and NUAWA officials to access, understand and report on the application of international labour standards

- Sustainable institutional, and individual capacity building programmes, and access to learning through appropriate methods, formats and languages is critical if the tripartite constituents are to effectively fulfil their roles in promoting, advocating and implementing the A-DWCP.
- The project team is exploring ways of building on the opportunities that the COVID-19 pandemic has provided to access more online and distance learning opportunities. It is working closely with, among others, the ILO's *International Training Centre of the ILO ITC-ILO* and ILO technical specialists to adapt and adopt existing programmes to the needs of people in Afghanistan.

Delivering as One UN – the project is also leveraging opportunities provided by UN Agencies, Funds and Programmes, through the current *One UN for Afghanistan (2018-21)* cooperation framework to collaborate and cooperate on existing and planned programmes to support the application, monitoring and reporting on the UN's application of a *human rights based approach and leaving no one behind*.

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